

# Agenda of Special Meeting

## The Board of Trustees Canutillo ISD

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A Special meeting of the Board of Trustees of Canutillo ISD will be held July 13, 2006, beginning at 6:00 PM in the Canutillo ISD Administration Office, 7965 Artcraft, El Paso, TX 79932.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. General Functions
    - A. Call to Order
    - B. Roll Call
      1. Special Board Personnel Committee Members: Margarito (Mago) Arellano, Chairperson - Carl Frieze and Armando Rodriguez
  2. Instruction and Student Affairs
    - A. NONE
  3. Personnel
    - A. Review of Compensation Proposal for 2006~2007 School Year 2
    - B. Review of Extra Duty Stipends/Supplemental Pay Increments for 2006~2007 School Year 14
    - C. Comments/Input from Community Members on items discussed by Personnel Committee
  4. Business and Finance
    - A. NONE
  5. Administration
    - A. NONE
  6. Adjournment
- 

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Canutillo Independent School  
District  
Compensation Proposal for  
Fiscal Year 2006-2007

Presented by

Tony Reza, Executive Director-Business  
Services

Renee O'Donnell, Executive Director-Human  
Resources

Thursday July 13, 2006

## Teachers, Librarians, Nurses

Proposed pay scale for employees of this group  
starts at \$38,000 and ends at \$55,153

- Represents a \$4,000 increase plus step for Teachers, Librarians and Nurses
- Employees with Masters' Degree receive a \$1,200 increase above the \$4,000 increase  
Degree must in the area of their responsibility
- Employees with Doctoral Degree receive a \$2,400 increase above the \$4,000 increase  
Degree must in the area of their responsibility  
(Please see the attached Proposed Teacher Pay Scale)

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**CANUTILLO INDEPENDENT SCHOOL DISTRICT  
SALARY SCHEDULE 06-07  
TEACHER/NURSE/LIBRARIAN  
PROPOSED**

YRS.	BACHELOR'S	*BACHELOR'S DEGREE	NATIONAL BOARD CERTIFICATION	*MASTER'S DEGREE	*DOCTORATE DEGREE
EXP.	DEGREE 05-06	2006-2007	2006-2007	2006-2007	2006-2007
0	34,000.00	38,000.00	39,000.00	39,200.00	40,400.00
1	34,050.00	38,050.00	39,050.00	39,250.00	40,450.00
2	34,100.00	38,100.00	39,100.00	39,300.00	40,500.00
3	34,543.00	38,543.00	39,543.00	39,743.00	40,943.00
4	35,113.00	39,113.00	40,113.00	40,313.00	41,513.00
5	35,693.00	39,693.00	40,693.00	40,893.00	42,093.00
6	36,262.00	40,262.00	41,262.00	41,462.00	42,662.00
7	37,050.00	41,050.00	42,050.00	42,250.00	43,450.00
8	37,835.00	41,835.00	42,835.00	43,035.00	44,235.00
9	38,707.00	42,707.00	43,707.00	43,907.00	45,107.00
10	39,131.00	43,131.00	44,131.00	44,331.00	45,531.00
11	39,546.00	43,546.00	44,546.00	44,746.00	45,946.00
12	40,419.00	44,419.00	45,419.00	45,619.00	46,819.00
13	41,269.00	45,269.00	46,269.00	46,469.00	47,669.00
14	42,124.00	46,124.00	47,124.00	47,324.00	48,524.00
15	42,942.00	46,942.00	47,942.00	48,142.00	49,342.00
16	43,729.00	47,729.00	48,729.00	48,929.00	50,129.00
17	44,454.00	48,454.00	49,454.00	49,654.00	50,854.00
18	45,159.00	49,159.00	50,159.00	50,359.00	51,559.00
19	45,811.00	49,811.00	50,811.00	51,011.00	52,211.00
20	46,433.00	50,433.00	51,433.00	51,633.00	52,833.00
21	47,023.00	51,023.00	52,023.00	52,223.00	53,423.00
22	47,613.00	51,613.00	52,613.00	52,813.00	54,013.00
23	48,203.00	52,203.00	53,203.00	53,403.00	54,603.00
24	48,793.00	52,793.00	53,793.00	53,993.00	55,193.00
25	49,383.00	53,383.00	54,383.00	54,583.00	55,783.00
26	49,973.00	53,973.00	54,973.00	55,173.00	56,373.00
27	50,563.00	54,563.00	55,563.00	55,763.00	56,963.00
28+	51,153.00	55,153.00	56,153.00	56,353.00	57,553.00

\$1,000 over BA      \$1,200 over BA      \$2,400 over BA

\*Advanced degree in the teaching field  
or area of responsibility.

NEITHER PAST OR FUTURE COMPENSATION CAN BE CALCULATED OR PREDICTED FROM  
THIS PAY SCHEDULE.

Approved By the Board of Trustees:

\_\_\_\_\_  
Executive Director

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PROPOSED

## Teachers, Librarians, Nurses-Continued

- Also propose adding a straight \$350 amount for any teachers with 28 years or more of experience (approximately 32 teachers)
- Represents a 7.81% to 11.76% for most teachers without the step
- These employees will not pay for health care
  - Cost: \$1,868,700 –
    - Salary increase - \$1,652,000
    - Step increase - \$205,500
    - Additional \$350 allocation - \$11,200

## Manual Trades

- Five (5) percent increase *at midpoint* for employees in these job classifications
- Pay ranges adjusted upward by 1.5% over FY2005-2006
  - Again, these employees will not pay for health care
  
- Total Cost: \$148,847

## Manual Trades-Continued

### *Past Raises for Manual Trades*

- Pay raise in FY2005-2006 was 5% with 3% adjustment to *midpoint* (*bus drivers received an equity adjustment*)
- Pay raise in FY2004-2005 was 3% with a 1.5% adjustment to *midpoint*
- Pay raise in FY2003-2004 was 3% with a 1.5% adjustment to *midpoint*
- Pay raise in FY2002-2003 was 2% with an adjustment to those below the bottom of the box

## Clerical and Paraprofessionals

- Five (5) percent increase *at midpoint* for employees in these job classifications
- Pay ranges adjusted upward by 1.5% over FY2005-2006
- Approximate one (1) percent increase *at midpoint* for employees above their maximum pay grade range (above the box)
  - Again, these employees will not pay for health care
  - Cost: \$119,759

## Clerical Staff-Continued

### *Past Raises for Clerical and Paraprofessional*

- Pay raise in FY2005-2006 was 4% with 1% adjustment to *midpoint*
- Pay raise in FY2004-2005 was 3% with a 1.5% adjustment to *midpoint*
- Pay raise in FY2003-2004 was 3% with a 1.5% adjustment to *midpoint*
- Pay raise in FY2002-2003 was 2% with an equity adjustment to those below the bottom of the box

## Information Technology

- Five (5) percent increase *at midpoint* for employees in these job classifications
- Pay ranges adjusted upward by 1.5% over FY2005-2006
  - Again, these employees will not pay for health care
  
- Cost: \$24,116

## Professionals

- Five (5) percent increase *at midpoint* for employees in these job classifications
- Pay ranges adjusted upward by 1.5% over FY2005-2006
- Counselors will received an increase of approximately \$2,440
  - Again, these employees will not pay for health care
  - Cost: \$195,767

## Professionals-Continued

### *Past Raises for Professionals*

- Pay raise in FY2005-2006 was 1% with no adjustment to *midpoint*
- Pay raise in FY2004-2005 was 2% with a 1% adjustment to *midpoint*
- Pay raise in FY2003-2004 was 3% with a 1% adjustment to *midpoint*
- Pay raise in FY2002-2003 was 2% with no adjustment to *midpoint*

## Proposed Compensation Cost

Teachers, Nurses, Librarians with Step Increase	\$1,868,700
Manual Trades @ 5%	\$ 148,847
Paraprofessionals @ 5%	\$ 119,759
Information Technology @ 5%	\$ 24,116
Professionals @ 5%	<u>\$ 195,767</u>
<b>Total Compensation Package</b>	<b>\$2,357,189</b>

**CANUTILLO INDEPENDENT SCHOOL DISTRICT**

**2006-07 EXTRA DUTY STIPEND/SUPPLEMENTAL PAY INCREMENTS (proposed)**

	<u>HOURLY RATE</u>	<u>DAILY RATE</u>	<u>YEARLY</u>
Professional	\$23.50 per hour		
Paraprofessional	8.50 per hour		
Inservice full day		80.00 minimum (or as per grant/contract)	
Inservice half day		40.00 minimum (or as per grant/contract)	
Substitute Teachers*		45.00/55.00/60.00/65.00	
Long-Term Degreed Fully Certified Substitute**		\$15/hr, no benefits	
Substitute Administrator		300.00	
Food Service Substitute		\$5.50/hr	
Summer School RN		\$23.50/hr	
Tutor - Contracted Services		BA/BS \$22/hr. MA/MS \$23.50/hr 90+ college hours \$20/hr Less than 90 college hours \$12/hr	
Tutor - Current Employee		BA/BS \$23.50/hr MA/MS \$25/hr	

Comment [A1]: New

Comment [A2]: New

NOTE: No compensation available for C.I.C. service.

\* Per college credit hours and certification

\*\*Long term degreed, fully certified sub is needed when teacher absence will exceed two weeks. Other categories of substitutes will be paid an additional \$10 a day long-term pay after ten full days in the same substitute assignment. According to FLSA guidelines, substitutes may not work more than an 8 hour day. Prior authorization from Human Resources is needed if substitutes are required to work more than an 8 hour day.

**MOTHER DAUGHTER/FATHER SON PROGRAM**

(STATE COMP FUNDS)

<u>CAMPUS</u>		<u>INCREMENT</u>	<u>NAME</u>
*Canutillo Elementary	M/D (2)	1,000.00 each	
	F/S (1)	1,000.00 each	
*Davenport Elementary	M/D (2)	1,000.00 each	
	F/S (1)	1,000.00 each	
*Damian Elementary	M/D (2)	1,000.00 each	
	F/S (1)	1,000.00 each	
*Childress Elementary	M/D (2)	1,000.00 each	
	F/S (1)	1,000.00 each	
*Canutillo Middle School	F/S (1)	1,000.00 each	
*Alderete Middle School	F/S (1)	1,000.00 each	
*CMS Alum Program	M/D (2)	1,000.00 each	
*AMS Alum Program	MD (2)	1,000.00 each	
*CHS Alum Program	M/D (1)	500.00 each	

Comment [A3]: Added new stipend

Comment [A4]: Added new stipend

Comment [A5]: Removed stipend

DATE LAST REVISED: July 7, 2006  
DEA EXHIBIT B

**SPECIAL PROGRAM STIPENDS**

\*Under DEIA Local, only exempt (contractual) employees are authorized non-contractual, extra-duty assignments. In those assignments annotated with an asterisk (\*), non-exempt employees may be eligible to receive the \$8.50 flat hourly rate (in lieu of the stipend), but not to exceed the entire stipend amount. However, the extra-duties for these programs must fall outside their regular employment duties, and be occasional and sporadic in nature.

*Wellness Coordinator (2 per campus, 1 at Central Office)	500.00 each		
Peer Mediation Supervisor (1 per campus) total of 7	<del>500.00 each</del>	\$1,000.00	Comment [A6]: Increase
Drug-Free Coordinator (1 per campus)	1,000.00 each		
PAL Program (1 per elementary & 1 per middle school)	1,000.00 each		
(Drug-Free Schools Funding)			
Service Learning Facilitator (From Grant)	1,000.00		Comment [A7]: New Stipend
CAFÉ Facilitator (1)	500.00		Comment [A8]: New Stipend

**ELEMENTARY EXTRA-CURRICULAR ACTIVITIES**

<u>CATEGORY/SPONSORSHIP</u>	<u>INCREMENT</u>	<u>NAME</u>	
U.I.L. Coordinator (Each Campus) (Total Elem. Coordinators=4)	900.00		
U.I.L. Coaches (per event) (Total Coaches per campus=25)	250.00		
Spelling Bee Coach (2 per campus English/Spanish)	250.00		
Yearbook Sponsor (1 per campus)	300.00		
Campus Science Fair Coordinator (1 per campus)	300.00	175.00	
<del>District Science Fair Coordinator</del>	<del>750.00</del>		Comment [A9]: Change Comment [A10]: Remove Stipend
Elementary Science Fair Coordinator	350.00		Comment [A11]: New Stipend

**MIDDLE SCHOOL EXTRA-CURRICULAR ACTIVITIES**

<u>CATEGORY/SPONSORSHIP</u>	<u>INCREMENT</u>	<u>NAME</u>	
U.I.L. Coordinator	900.00		
U.I.L. Coach (per event)	250.00		
Science Fair Coordinator	300.00		
Spelling Bee Coach	250.00		
Student Council	600.00		
Honor Society	500.00		
Cheerleader Sponsor	850.00		
Yearbook Sponsor***	1,000.00		
Newspaper***	250.00		
Middle School Science Fair Coordinator	350.00		Comment [A12]: New Stipend

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Department Heads (7) (No Prep period) 500.00  
(Math, Science, English, Social Studies, ESOL, Special Ed, and Electives)

**Comment [A13]:** Added 2 Department Heads (ESOL and Special Ed)  
**Comment [A14]:** New Dept. Heads

\*\*\*If produced outside the classroom.

**CANUTILLO HIGH SCHOOL EXTRA-CURRICULAR ACTIVITIES**

<u>U.I.L. CATEGORY</u>	<u>INCREMENT</u>	<u>NAME</u>
U.I.L. Coordinator	900.00	_____
Lincoln-Douglas Debate	350.00	_____
Informative Speaking	350.00	_____
Persuasive Speaking	350.00	_____
Prose Interpretation	350.00	_____
Poetry Interpretation	350.00	_____
CX Debate	350.00	_____

<u>U.I.L. CATEGORY</u>	<u>INCREMENT</u>	<u>NAME</u>
Current Events	350.00	_____
One-Act Play	1,700.00	_____
Ready Writing	350.00	_____
Spelling & Plain Writing	350.00	_____
Journalism-News Story	350.00	_____
Headline Writing	350.00	_____
Editorial Writing	350.00	_____
Calculator Applications	350.00	_____
Literary Criticism	350.00	_____
Number Sense	350.00	_____
Computer Application	350.00	_____
Computer Science	350.00	_____
Feature Writing	350.00	_____
Social Studies	350.00	_____
Accounting	350.00	_____
Science	350.00	_____
Mathematics	350.00	_____
High-Q	350.00	_____
Academic Decathlon	500.00	_____

**High School Sponsorships/Student Organizations**

Department Heads (8) (No prep period)	1,000.00	_____
(Math, Science, English, Social Studies, Sp.Ed., Fine Arts, ESOL, and Foreign Languages)		_____
Dance Club	1,000.00	_____
Varsity Cheerleader Sponsor	1,500.00	_____

**Comment [A15]:** Added new Department Head

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JV Cheerleader Sponsor	850.00	_____
9 <sup>th</sup> Grade Cheerleader Sponsor	850.00	_____
Newspaper Sponsor	1,000.00	_____
Yearbook Sponsor	2,000.00	_____
Freshman Class Sponsor	200.00	_____
Sophomore Class Sponsor	200.00	_____
Junior Class Sponsor	1,000.00	_____
Senior Class Sponsor	500.00	_____
Student Council Sponsor	600.00	_____
Spanish Club	200.00	_____
French Club	200.00	_____
Art Club	200.00	_____
International Friendship Club	200.00	_____
Mock Trial	300.00	_____
National Honor Society	1,000.00	_____

**STUDENT ORGAN./SPONSORSHIP INCREMENT NAME**

**CAREER AND TECHNOLOGY EDUCATION STUDENT ORGANIZATIONS**

FFA (Ag. Science)	1,250.00	_____
FFA "	1,250.00	_____
FFA "	1,250.00	_____
HOSA (Health Occupations Students of America)	1,250.00	_____
HOSA (Health Occupations Students of America)	1,250.00	_____
FCCLA (Family, Career and Community Leaders)	750.00	_____
BPA (Business Professionals of America)	750.00	_____
BPA (Business Professionals of America)	750.00	_____
FBLA (Future Business Leaders of America)	750.00	_____
FBLA (Future Business Leaders of America)	750.00	_____
Texas Skills USA-VICA (Trades & Industry Ed.)	750.00	_____
TAFE (Texas Association of Future Educators)	750.00	_____
TSA (Technology Students of America)	750.00	_____

**C.I.S.D. COACHING INCREMENTS**

<b><u>ASSIGNMENT</u></b>	<b><u>INCREMENT</u></b>	<b><u>NAME</u></b>
Mid. School Athletic Coordinator	3,000.00	_____
Mid. School Certified Athletic Trainer	3,400.00	_____
Lead Certified Athletic Trainer	8,400.00 (+19 days)	_____

**FOOTBALL**

Head Varsity Football Coach	10,000.00 (+15 days)	_____
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Asst. V. Football Coordinator (offense)	7,500.00	_____
Asst. V. Football Coordinator (defense)	7,500.00	_____
Asst. Varsity Coach	6,800.00	_____
Asst. Varsity Coach	6,800.00	_____
Head JV Football	6,800.00	_____
Asst. JV Football	6,800.00	_____
*Head 9 <sup>TH</sup> Football	5,700.00	_____
*Asst. 9 <sup>TH</sup> Football	5,700.00	_____

\*If these positions are not filled, remaining coaches will share the \$11,400 stipends equally.

Head 8 <sup>TH</sup> Football	2,400.00	_____
Asst. 8 <sup>TH</sup> Football	2,200.00	_____
Head 7 <sup>TH</sup> Football	2,200.00	_____
Asst. 7 <sup>TH</sup> Football	2,000.00	_____
Assistant Football	1,800.00	_____

**VOLLEYBALL**

**INCREMENT**

**NAME**

Head Varsity Volleyball	5,500.00	_____
JV Volleyball	3,500.00	_____
9 <sup>TH</sup> Volleyball	3,000.00	_____
8 <sup>TH</sup> Volleyball	2,200.00	_____
7 <sup>TH</sup> Volleyball	2,000.00	_____

Comment [A16]: Increase to \$5,500 from \$5,000

**BASKETBALL**

Head Boys Varsity	6,300.00	_____
Head Girls Varsity	6,300.00	_____
Head Boys JV	3,500.00	_____
Head Girls JV	3,500.00	_____
Boys 9 <sup>TH</sup>	3,200.00	_____
Girls 9 <sup>TH</sup>	3,200.00	_____
Boys 8 <sup>TH</sup>	1,700.00	_____
Girls 8 <sup>TH</sup>	1,700.00	_____
Boys 7 <sup>TH</sup>	1,600.00	_____
Girls 7 <sup>TH</sup>	1,600.00	_____

Comment [A17]: Increase to \$6,300 from \$6,000

Comment [A18]: Increase to \$3,200 from \$3,000

**SOCCER**

Boys Varsity	4,000.00	_____
Girls Varsity	4,000.00	_____
Boys JV	2,700.00	_____

Comment [A19]: Increase from \$3,600 to \$4,000

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Girls JV	2,700.00		Comment [A20]: Increase from \$2,500 to \$2,700
Boys 8 <sup>th</sup>	750.00		
Girls 8 <sup>th</sup>	750.00		

**TRACK**

Head Boys Varsity	4,500.00		Comment [A21]: Increase from \$4,000 to \$4,500
Head Girls Varsity	4,500.00		
Varsity Ass't. (3)	3,000.00 each		
Boys 8 <sup>TH</sup>	1,300.00		
Girls 8 <sup>TH</sup>	1,300.00		
Boys 7 <sup>TH</sup>	1,200.00		
Girls 7 <sup>TH</sup>	1,200.00		

**CROSS-COUNTRY**

**INCREMENT**

**NAME**

Varsity Coach	4,500.00	
Boys 8 <sup>th</sup>	1,000.00	
Girls 8 <sup>th</sup>	1,000.00	

**BASEBALL**

Boys Varsity Baseball	4,500.00		Comment [A22]: Increase from \$3,500 to \$4,500
Girls Varsity Softball	4,500.00		
Boys JV Baseball	2,800.00		Comment [A23]: Increase from \$3,500 to \$4,500
Girls JV Softball	2,800.00		
Baseball Developmental Team Coach	2,500.00		
Softball Developmental Team Coach	2,500.00		

**GOLF**

Boys/Girls Varsity	5,000.00		Comment [A24]: Increase from \$3,500 to \$5,000
Assistant Varsity	1,800.00		Comment [A25]: Increase from \$1,300 to \$1,800

**BAND/CHORAL MUSIC**

High School Band	5,000.00 (+19 days)	
Middle School Band	3,000.00	
District Music Coordinator	1,500.00	
Flags Sponsor (contracted services)	800.00	

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High School Choir (full-time only)	2,800.00	_____
Middle School Choir (full-time only)	1000.00	_____

**MISCELLANEOUS STIPENDS AND EXTRA DUTY INCREMENTS**

<b><u>ASSIGNMENT</u></b>	<b><u>INCREMENT</u></b>
Athletic Events Workers (per event)	5.50/hr
Ticket Sellers (per event)	5.50/hr
Umpires (per game)	24.00
Track Sports event for Professional Staff (approximately 40) per day	50.00
Summer Athletic Program (1 Coordinator)	1,500.00
Summer Kiddie Camp at CHS (2)	320.00 each
Summer Open Gym (1)	1,200.00
Summer Strengthening Program (2)	1,200.00 each

**SUPPLEMENTARY PAY INCREMENTS**

- **Sign-up bonus \***
  - Fully content certified ESOL secondary teacher 2,500.00
  - Fully certified secondary math teacher 2,000.00
  - Fully certified science composite secondary teacher 2,000.00
  - Fully certified librarian 1,500.00
  - Licensed registered nurse 1,500.00

\*To receive sign up bonus, you must be assigned to the position or specific class; bonus is prorated over 187 days

Mentor Teachers (approximately 40)	500.00 each
<del>District Property Tax Verifier **</del>	<del>6,000.00</del>
<del>Energy Manager**</del>	<del>4,000.00</del>

\*\* A log and cost savings analysis will be reported to the Board of Trustees.

**Comment [A26]:** Remove stipend. Will become a part of regular duties.

**BILINGUAL EDUCATION STIPENDS**

Bilingual Teachers (fully certified serving LEP students)	1,500.00 each
ESL Teachers (fully certified only) (Maximum of \$1,500.00)	350.00 class
<del>CHS ESL Teacher/Convener (1)</del>	<del>1,000.00</del>

**Comment [A27]:** Delete Stipend

**Comment [A28]:** Added third stipend for new secondary school

**Comment [A29]:** Remove Stipend

**SUPPLEMENTARY PAY INCREMENTS**

Secondary Advanced Academics Teacher/Convener (3, 1 at each school)	500.00 each
<del>ARI Optional Extended Year &amp; Wellness Program Coordinator (1)</del>	<del>1,000.00</del>
<del>Academic Project Coordinator (emphasis on Science) (1)</del>	<del>1,000.00</del>
Lead Nurse	500.00
Lead Assessment/Evaluator	3,000.00

**Comment [A30]:** Remove stipend (Added to regular job duties)

**Comment [A31]:** New Stipend

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Lead Educational Diagnostician	3,000.00
Supervising Occupational Therapist (State Special Ed. Funds)	3,000.00
Behavior Specialist Supplement	2,500.00
District Elementary and Secondary Teacher of the Year	500.00
CISD Region XIX Elementary or Secondary Teacher of the Year	500.00
Special Olympics Coordinator	500.00

Boards of Trustees Administrative Assistant supplemental pay	2,500.00
Cabinet Travel Allowance	400.00

**\*INFORMATION TECHNOLOGY DEPT. SPECIFIC CERTIFICATION STIPENDS**

Cisco Certified Network Associate	Cost of exam
Microsoft Certified System Administrator	Cost of exam
Cisco Certified Network Professional	Cost of exam
Microsoft Certified System Engineer	Cost of exam
Network+	Cost of exam
Server +	Cost of exam
Microsoft Certified Professional	Cost of exam

**\*CHILD NUTRITION PROGRAM ALLOWANCES**

Accident Free Work Year Award	150.00 each
Uniform Allowance	200.00
yearly	
Child Nutrition Certifications	
Level 1	50.00
Level 2	100.00
Level 3	150.00
Level 4	200.00
Level 5	250.00
Maintenance Team Leader Stipend	1,000.00

**Comment [A32]:** Remove stipend

**Comment [A33]:** Add new stipend

**Deleted:** Assistant Superintendents Travel Allowance (2) . . . . . 1,200.00

**Comment [A34]:** Remove individual stipends:

**Deleted:** A+ Certification . . . . . 100.00  
Avaya/Siemens Certification . . . . . 350.00  
CCNA (Cisco Certified Network Associate) . . . . . 300.00  
CCNP (Cisco Certified Network Professional) . . . . . 500.00  
MCSE (Microsoft Certified Network Engineer) . . . . . 500.00  
Network+ . . . . . 200.00  
Nortel Call Pilot 2.0/3.0 exam . . . . . 100.00  
Nortel OTM 2.X exam . . . . . 100.00  
Server+ . . . . . 200.00

**Comment [A35]:** Add: Reimburse cost of exam upon successful completion

\*These stipends/allowances are awarded as the employee completes the certifications and are paid at the end of the fiscal year. Employee must submit to the Human Resources Department the original certificate with a written request to be paid the stipend.

**MAINTENANCE, FACILITIES, AND CONSTRUCTION SERVICES STIPENDS**

Team Leaders (4)	1,000.00 each
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**UPPER RIO GRANDE WORKFORCE DEVELOPMENT BOARD STIPENDS**

Career Choices Instructor	(Grant funded)	1,500.00
Job Readiness Instructor	(Grant funded)	1,500.00

**BIG BROTHER/BIG SISTER STIPENDS**

One professional per campus (see job description)	(Grant funded)	4,500.00 each
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DATE LAST REVISED: July 7, 2006  
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**MARKET STIPENDS**

Speech Language Pathologist Stipend (CCC) – 197 calendar @ \$30/day	5,910.00 each
Fully certified Diagnostician – 202 calendar @ \$19.70/day	3,979.40 each
Fully certified Occupational Therapist – 192 @ \$19.70/day	3,782.00 each
Bilingual Speech Language Pathologist/Diagnostician/Occupational Therapist (Must pass the L.A.S. test through Bilingual Dept.)	1,500.00 each
Fully certified Special Education Teachers assigned to special education classes	1,000.00 each
National Board Certified Teacher	1,000.00
In addition, District will pay test fee for first time teacher challenges certifying exam provided the teacher has successfully passed the preparation course offered at UTEP.	
Masters Degree in teaching field or area of responsibility	1,200.00
Doctorate in teaching field or area of responsibility	2,400.00

DATE LAST REVISED: July 7, 2006  
DEA EXHIBIT B